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Organization

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International Labour Organization



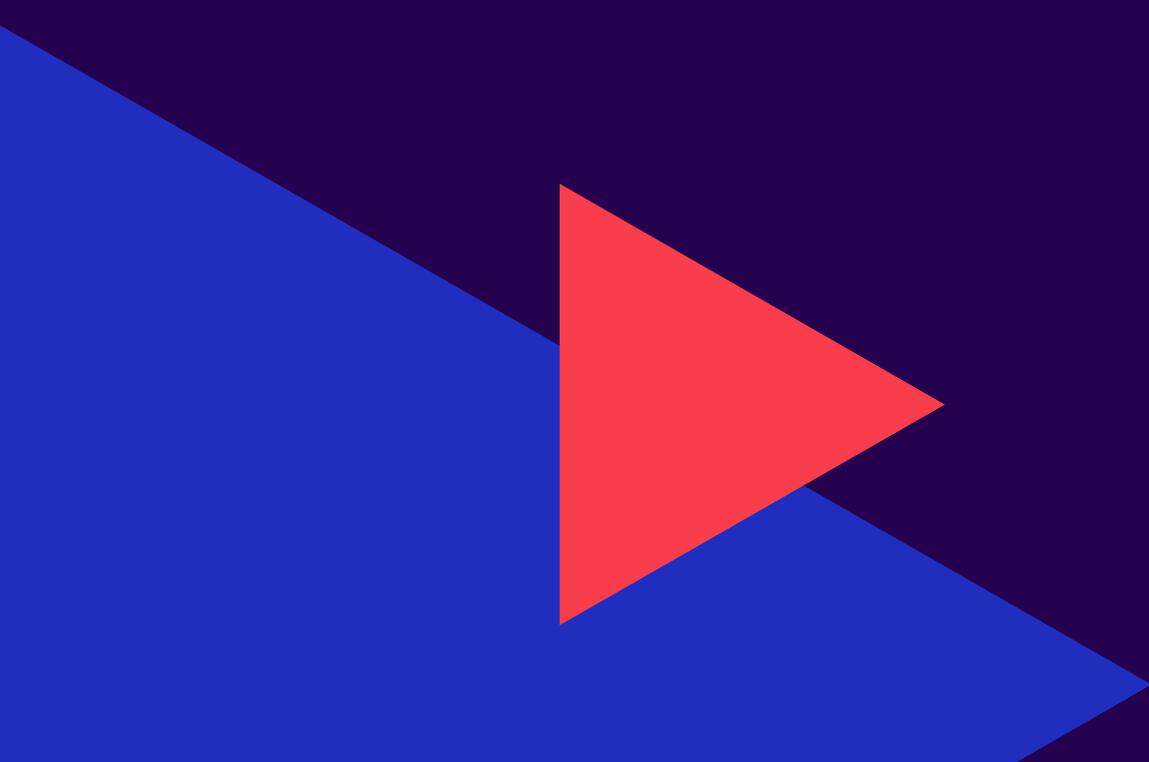
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▶ **EU-ILO PROJECT**

“TOWARDS SAFE, HEALTHY AND DECLARED WORK IN UKRAINE”

Project Evaluation Survey

Results of Stakeholders' and Beneficiaries'
Evaluation of Project Implementation in 2020



This material was developed within the EU-ILO Project “Towards safe, healthy and declared work in Ukraine” www.ilo.org/shd4Ukraine.

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▶ EXECUTIVE SUMMARY

This document is aimed at summarizing the key results of the evaluation by stakeholders¹ and beneficiaries² of the quality and relevance of the implementation of the EU-ILO Project “Towards safe, healthy and declared work in Ukraine” during 2020. It also contains recommendations, provided by them, regarding further implementation of the Project. The information obtained will help to define what Project can do to achieve its objectives and better address its stakeholders’ and beneficiaries’ needs and expectations.

It is based on the answers of 91 Project beneficiaries’ and stakeholders’ representatives to an on-line survey, conducted between 25 and 31 December 2020. A bilingual questionnaire³ was sent to 2,000 persons who participated in the Project activities in 2020.

Overall, respondents consider the activities and outputs of the Project as very good (with an average score of 4.5 out of 5).

The Summer Marathon of Online Trainings on International and European Labour Standards, along with the webinars “How OSH at workplaces mitigates the impact of COVID-19” and the “Best video on Undeclared Work and on OSH” initiatives (competition carried out within the Ukrainian Students Festival of Social Advertising) were awarded with the highest rates (4.8 out of 5).

Respondents rated their level of awareness regarding the Project activities and results as good (with a score of 4.1). 64% attributed it to the use of the [Project Website](#), 63% to the [Project Facebook page](#) and 53% to the Project Newsletters [1](#) and [2](#)⁴. Regarding the latter, the bulk of respondents (68%) would like to subscribe to the Project newsletters and other announcements, whereas 30% have already done it.

¹ Ministry of Economy, State Labour Service

² Verkhovna Rada, Government, trade unions, employers’ organizations, OSH experts etc.

³ Cf. Annex.

⁴ In total more than 100%, because the respondents indicated several sources

As for the quality of the Project communication channels, including the [Project YouTube channel](#), they were all equally considered very good (with a score of 4.6).

Concerning the Project contribution to the improvement of the current situation in Ukraine, respondents view it as very useful (with an average score of 4.5), considering it particularly useful in the areas of Occupational Safety and Health (OSH) and Labour Relations (with a score of, respectively, 4.6 and 4.5).

Finally, the Project beneficiaries' and stakeholders' main recommendations include, *inter alia*:

1. The increase of knowledge sharing and capacity building activities (webinars, trainings, round tables with different categories of participants, panel discussions, conferences, contests, flash mobs, visits of national experts to EU countries and engagement of international experts in the Project activities to foster best practice's sharing), materials (e.g., infographics) and channels (on-line consultations, social media and mass media);
2. To support the exchange of examples and best practices from other countries;
3. To promote the knowledge on national legislation; and
4. To support the quick reform of national legislation and its alignment with International and European Labour Standards and best practices.

Once here, it is our responsibility to take stock of this feedback about the Project implementation in 2020 and to improve what we do and how we do it, in order do better deliver what is expected on our joint journey towards safe, healthy and declared work in Ukraine.

The Project team thanks all who invested their precious time to provide us their feedback!

Kyiv, 22 March 2021

António J. Robalo dos Santos

Manager of the EU-ILO Project

“Towards safe, healthy and declared work in Ukraine”

ILO Office for Central and Eastern Europe

► RESPONDENTS

The objective of the survey is to evaluate the EU-ILO Project implementation in 2020, based on the feedback collected from the Project beneficiaries and stakeholders, in order to improve its results in 2021.

Respondents: 91 persons took part in the survey (around 4.6% of the 2,000 to whom the questionnaire was sent). The distribution by gender is as follows: 55% women and 45% men.

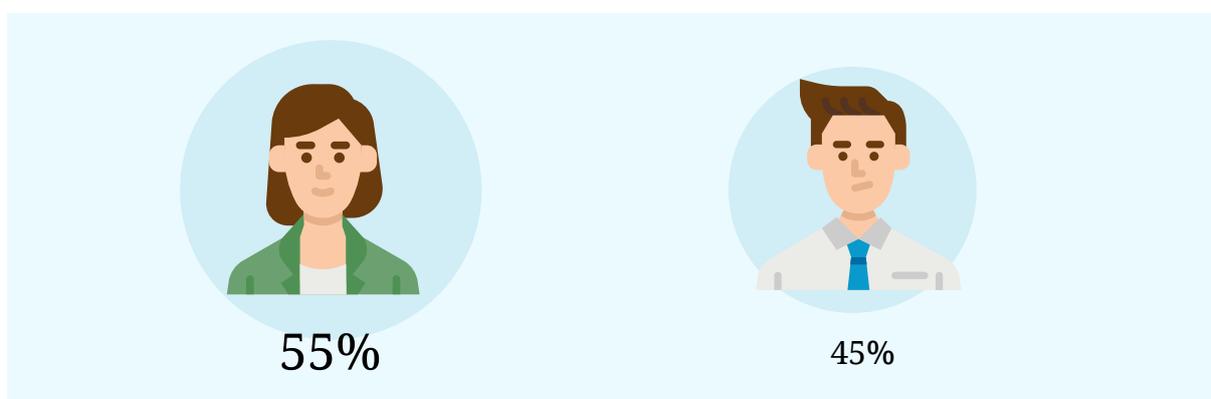


Fig. 1 — Respondents by gender (%)

► PARTICIPATION IN PROJECT EVENTS

Regarding the participation of the respondents in the Project events, their distribution is the following (Fig. 2):

- Summer marathon of on-line trainings on international and EU labour standards (74% of the respondents).
- Webinars “How OSH at workplaces mitigates the impact of COVID-19” (50%).
- Webinar “COVID-19 and food safety” (16%).

- ▶ Best video on Undeclared Work and on OSH initiatives — competition within the Ukrainian Students Festival of Social Advertising (15%).
- ▶ Tripartite work group retreat to improve the Ministry of Economy’s (ME) draft law on OSH (11%).

As well as:

- ▶ Project stakeholders’ events in which the Project took part (10%).



Fig. 2 — Participation of respondents in Project events (%)

As for the gender distribution of the respondents’ participation in the Project events, it was as follows (Table 1):

- ▶ Summer marathon of on-line trainings on international and EU labour standards: 57% women and 43% men.
- ▶ Webinars on “How OSH at workplaces mitigates the impact of COVID-19”: 52% men and 48% women.
- ▶ Webinar on “COVID-19 and food safety”: 67% men and 33% women.

- ▶ Best video on Undeclared Work and on OSH initiatives — competition within the Ukrainian Students Festival of Social Advertising: equal distribution of men and women.
- ▶ Tripartite work group retreat, to improve the ME draft law on OSH: 58% men and 42% women.

As well as:

- ▶ Project stakeholders' events in which the Project took part: 90% women and 10% men.

Events	Total ⁵ (Number)	Men (%)	Women (%)
Summer marathon of on-line trainings on international and EU labour standards	74	43	57
Webinars “How OSH at workplaces mitigates the impact of COVID-19”	51	52	48
Webinar “COVID-19 and food safety”	16	67	33
Best video on Undeclared Work and on OSH initiatives — competition within the Ukrainian Students Festival of Social Advertising	15	50	50
Tripartite work group retreat to improve the ME draft law on OSH	12	58	42
As well as: Project stakeholders' events in which the Project took part	11	10	90

Table 1 — Gender distribution of respondents who participated in Project events (%)

⁵ These figures relate to the respondents of the Project evaluation. The total number of participants is bigger.

► EVALUATION

Evaluation of Project events

The respondents highly evaluated all the events in which they have participated. The average score attributed to the events by the respondents that participated in them is 4.5 points (out of maximum score of 5 points).

The Summer marathon of on-line trainings on international and EU labour standards was evaluated by the respondents as very good, with a score of 4.8 (out of 5).

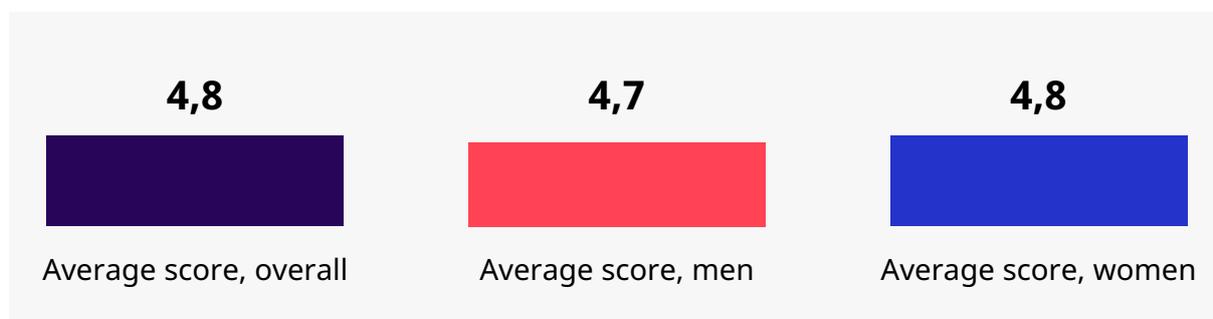


Fig. 3 — Evaluation of the Summer Marathon of Online Trainings on International and EU labour standards

The webinars on “How OSH at workplaces mitigates the impact of COVID-19” were evaluated as very good by all participants, with an average score of 4.8 (out of 5 points).

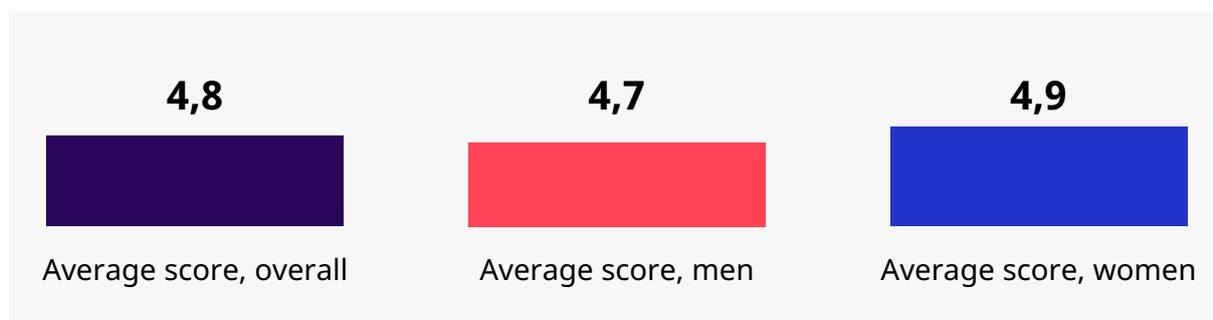


Fig. 4 — Evaluation of the webinars “How OSH at workplaces mitigates the impact of COVID-19”

The respondents who participated in the webinar “COVID-19 and food safety” have rated its quality as being very good, with an average score of 4.5 points.

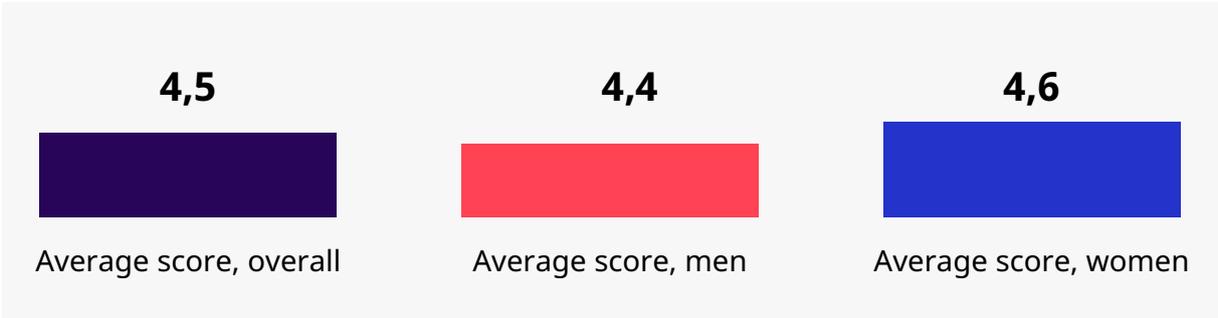


Fig. 5 — Evaluation of webinar “COVID-19 and food safety”

The participants gave the “Best video on Undeclared Work and on OSH” initiatives a score of 4.8 (very good).

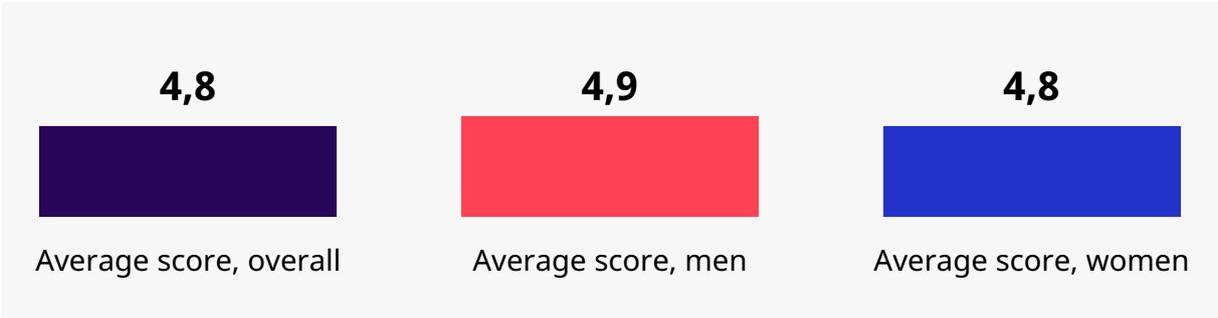


Fig. 6 — Evaluation of the “Best video on Undeclared Work and on OSH” initiatives

The work group retreat to improve the ME draft law on OSH was evaluated by the respondents with a score of 4.6 — very good.

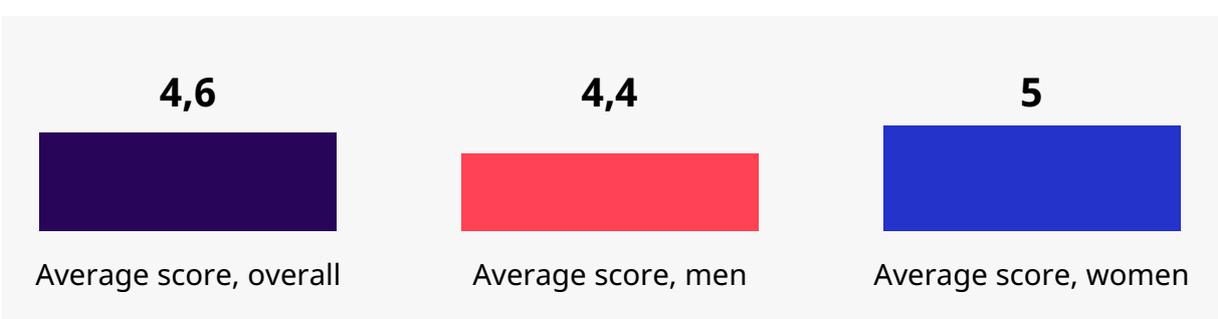


Fig. 7 — Evaluation of the work group retreat to improve the ME draft law on OSH

The respondents who participated in the stakeholders' events where the Project took part rated Project's contribution at 4.8 (very good).

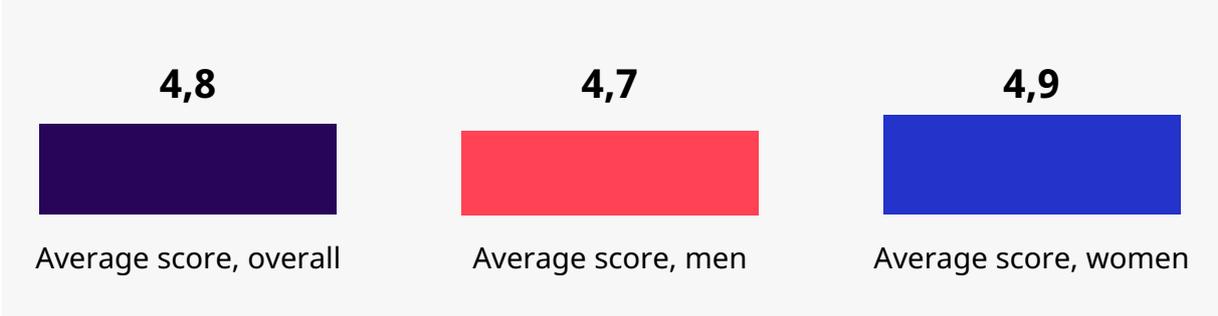


Fig. 8 — Evaluation of Project's contribution to stakeholders' events

Awareness on Project activities and results

It is worth noting that, in general, the evaluation of the awareness about the Project activities and results was considered "good" by the respondents (with an average score of 4.1).

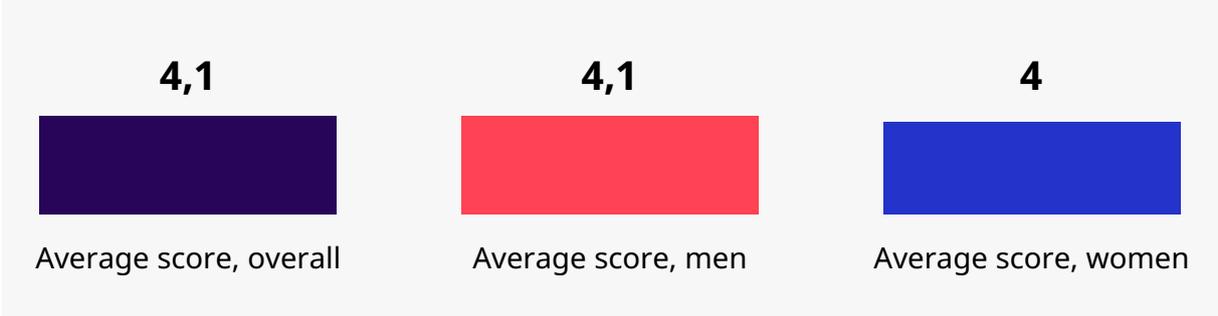


Fig. 9 — Evaluation of the awareness about the Project activities and results

Among the main sources of information about Project activities and achievements, the majority of the respondents indicated the Project Website www.ilo.org/shd4Ukraine (64%).

The second place belongs to the [Project FB page](#) (63%) and the third one to the Project newsletters [No. 1](#) and [No. 2](#) (53%). Around one-third of the respondents point out the Project [YouTube channel](#) (33%).

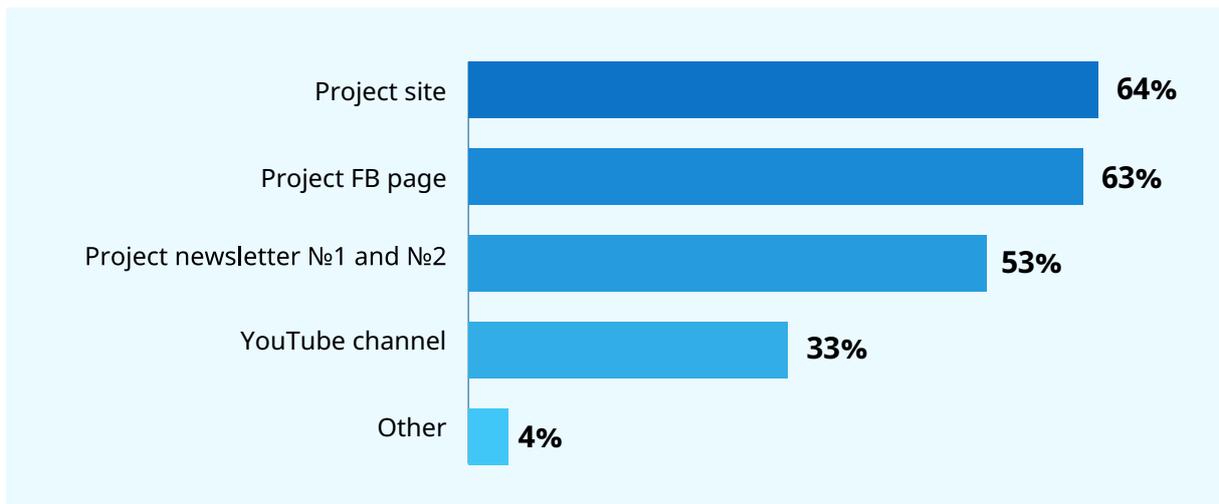


Fig. 10 — Main sources of information on Project activities and achievements (%)

As for the gender distribution of information users by source, women named the Project Website and Facebook page as the main sources of information, while men rated the newsletters as their first source of information, followed by the Project Website.

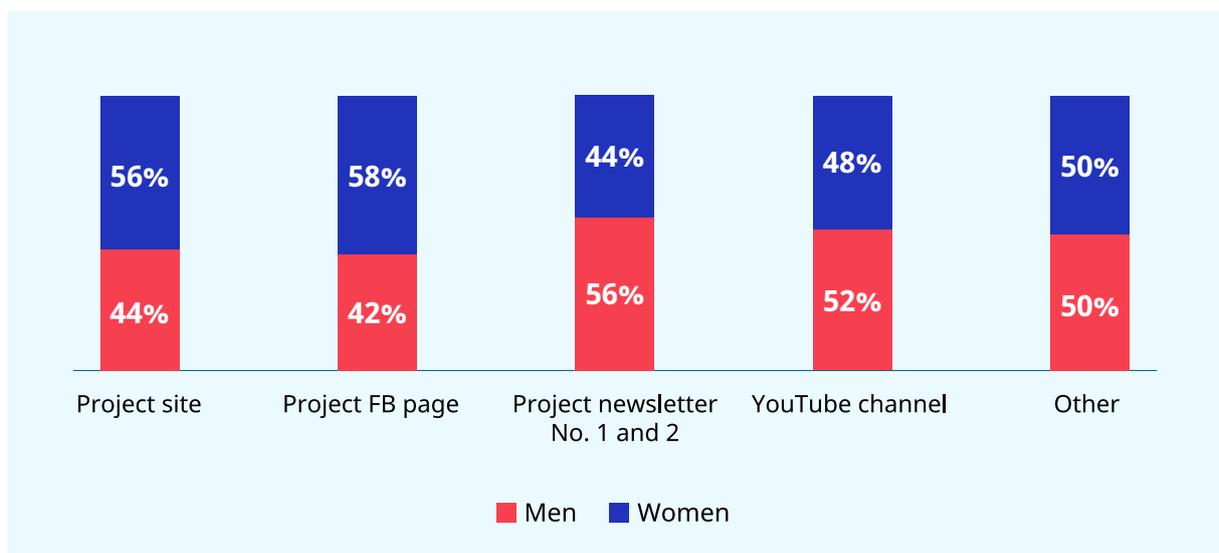


Fig. 11 — Main sources of information on the Project by gender

Quality of Project’s communication

As for the quality of Project’s communication (channels used, content and format), the respondents evaluated it as very good, with an average rating of 4.6, with slight differences by gender. Among women, quality

evaluation ranges from 4.6 to 4.8 depending on the source; among men, the rating is 4.5 for all sources of information.

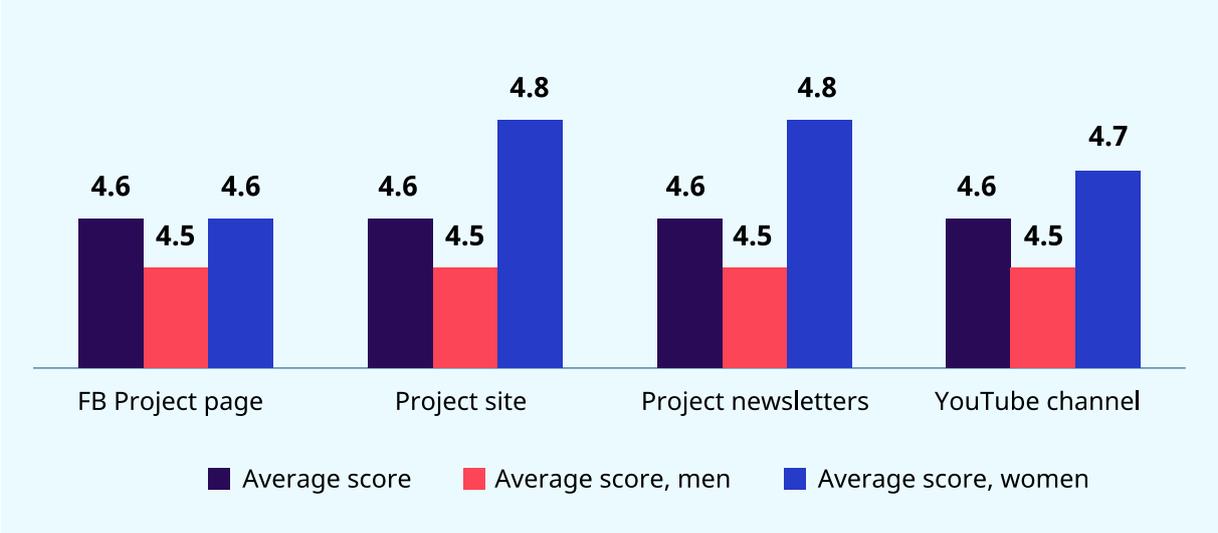


Fig. 12 — Evaluation of Project’s communication channels quality

The majority of respondents (68%) would like to receive the Project newsletters and other announcements (55% of whom are women), whereas 30% of them acknowledge that they already receive the Project newsletters and announcements. Only 2% of the respondents are not interested in receiving the Project newsletters.

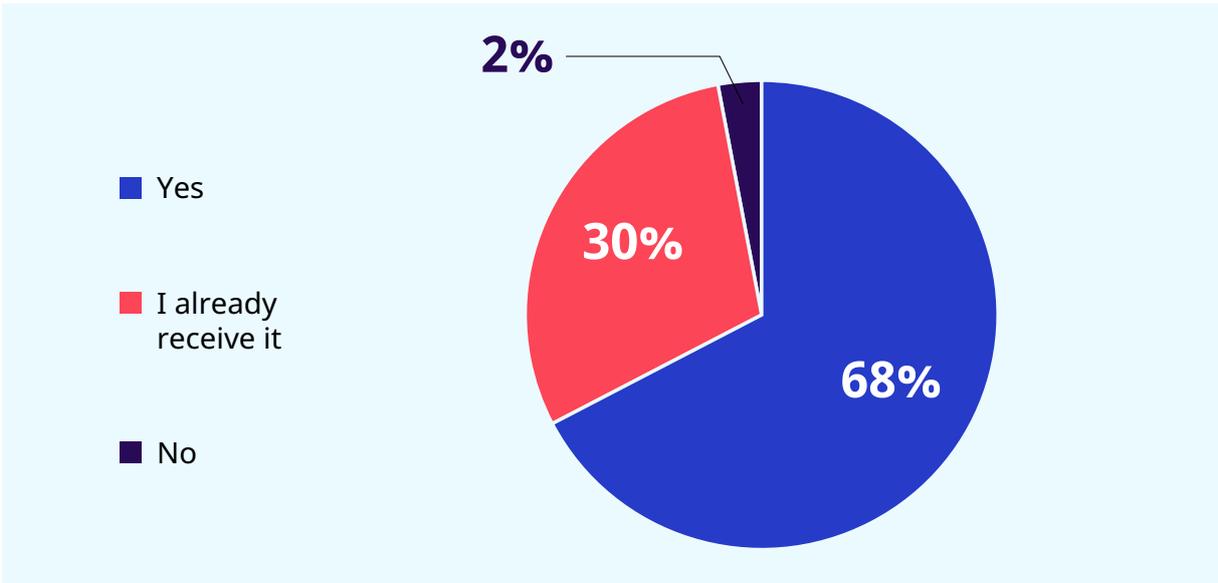


Fig. 13 — Interest in subscribing Project newsletters and announcements (%)

Project contribution to the improvement of the current situation in Ukraine

In general, respondents find the Project's contributions useful to improve the current situation in Ukraine in the areas it covers.

According to participants' evaluation, the most useful Project's contribution is on OSH (with an average score of 4.6), followed by its contribution on the area of labour relations (employment relationship, working time, part-time, telework, etc.), with an average score of 4.5 points.

Respondents also find that Project's contribution to the reduction of undeclared work and to the improvement of labour inspection system are useful (both with 4.4 points).

As for gender distribution, the results are consistent. Both women and men rate, as the most useful contributions, the ones in the areas of OSH and labour relations (4.5 for both, in case of women; a bit higher on both, in case of men).

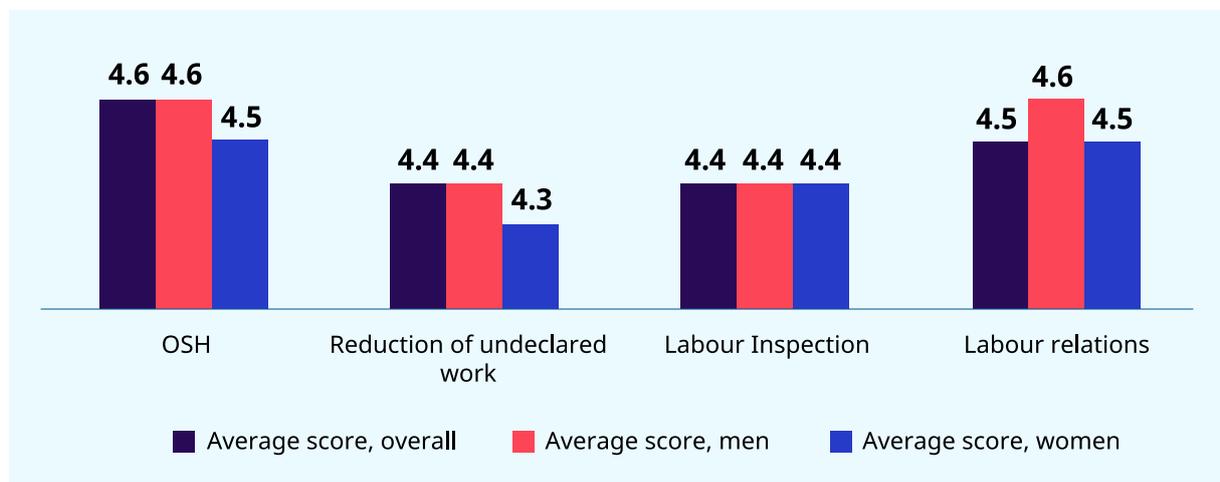


Fig. 14 — Evaluation of Project's contributions to the improvement of the current situation in Ukraine (per covered area)

► RECOMMENDATIONS

As for the recommendations of the respondents on what the Project should do in the areas it covers, in order to better contribute to the improvement of the current situation in Ukraine, they are as follows:

General recommendations

1. To conduct more on-line consultations on the clarification of legislation.
2. To provide more information on the Project activities/events at the meetings of the National Tripartite Social and Economic Council and of the Federation of Trade Unions.
3. To produce more infographics on all areas covered by the Project.
4. To be involved in labour legislation drafting.
5. To involve more experts and members of civil society in the Project implementation.
6. To speed up the implementation of documents developed within the Project.
7. To conduct more webinars on the topics covered by the Project in order to attract public attention to their solution.
8. To involve more international experts on the Project events.
9. To place more information on the Project YouTube channel and FB page about its activities.
10. To involve more experts and specialists in legislation drafting.

Recommendations on OSH

1. To collaborate with mass media and independent experts on OSH issues.
2. To analyze the current OSH legislation.
3. To conduct more events on OSH in Ukraine: webinars, trainings, round tables with different categories of participants, panel discussions, conferences, contests, flash mobs, etc.
4. To distribute more infographics and manuals on OSH issues.
5. To speed up the reform of the OSH system in Ukraine.
6. To conduct an open dialogue with the society on OSH issues.
7. The new OSH law should change the approach of employers to the safety and health of workers, in particular regarding risk assessment and implementation of preventive measures.
8. To provide more information on EU countries' «best practices» on OSH systems.
9. To participate in the development of a roadmap for building a risk-oriented approach to OSH management.
10. To organize visits of national experts to EU countries in order to get experience on OSH issues.
11. To involve the private sector in the Project activities.

Recommendations on labour relations

1. To achieve the implementation of advanced labour standards in Ukraine by improving the situation on the labour market, legalization of workers, assistance in solving the problems of labour relations between employers and employees.
2. To improve the level of knowledge of employers and employees on labour legislation.

Recommendations on undeclared work

1. To place advertisements on specialized Ukrainian TV channels on the reduction of undeclared work in the country.
2. To conduct more events on UDW in Ukraine: webinars, trainings, round tables with different categories of participants, panel discussions, conferences contests, flash mobs, etc.
3. To distribute more infographics and manuals on UDW issues.
4. To provide more examples of tackling UDW in the EU.
5. To organize visits of national experts to EU countries in order to get experience on UDW reduction.

Recommendations on labour inspection

1. To conduct more trainings for labour inspectors on different issues
2. To speed up the reform of labour inspection in order to promote transparency of inspections (exclusion of participation of labour inspectors in the commissions for knowledge testing of enterprises' representatives, etc.).
3. To conduct trainings on risk assessment for labour inspectors.
4. To assist SLS membership in the International Association of Labour Inspection.
5. To assist the implementation of responsibilities of labour inspectors to the full extent, improving the working conditions of labour inspectors and protecting them from emotional burnout.
6. To conduct a range of mini-trainings in the departments, studying their needs related to structural changes.

► CONCLUSIONS

1. The most popular Project events, among respondents, were the Summer marathon of on-line trainings on international and EU labour standards (74%) and the webinars “How OSH at workplaces mitigates the impact of COVID-19” (50%).
2. The respondents highly evaluated the overall quality of the Project events, through an average rating of 4.5 points (out of 5).
3. The most useful Project contribution to the improvement of the current situation in Ukraine is in the area of OSH (4.6). The second major contribution is in the area of labour relations (employment relationship, working time, part-time, telework, etc.), with a score of 4.5 points. Reduction of undeclared work and labour inspection are also considered useful contributions (both with a score of 4.4 points).
4. Among the sources of information about the activities and results of the Project, the majority of respondents indicated the Project website as the main one (64%). The Project’s Facebook page was rated as the second source (63%), followed by the Project Newsletters No.1 and No.2 (53%).
5. As for the assessment of the quality of communication (content and format), the respondents evaluated it as very good (with an overall average score of 4.6).

▶ ANNEX – QUESTIONNAIRE

Dear partners,

We care about the success of our Project and would appreciate very much your feedback regarding its implementation in 2020 in order to improve our work in the next year.

We would appreciate if you could spend 15 min of your time to answer the questions below.

Your answers will remain strictly confidential.

Name (not mandatory) _____

Surname (not mandatory) _____

Your mail (not mandatory) _____

1. What organization do you represent? (only one choice)

- Verkhovna Rada
- Government
- Trade Union
- Employer's Organization
- Research institution
- NGO
- OSH expert/OSH experts association
- Other. Please specify: _____

2. In which of the following Project events you have participated?
(multiple choice)

- Verkhovna Rada work group set up to discuss and improve Government draft law on labour
- Webinars on How OSH at workplaces mitigates the impact of COVID-19

- Webinar on COVID-19 and food safety
- Summer marathon of on-line trainings on international and EU labour standards
- Work group set up by the Ministry of Economy to improve the draft law on OSH
- The events of other stakeholders in which the Project took part
- Best video on Undeclared work and on OSH – competition within the Ukrainian Students Festival of Social Advertising
- Other. Please specify: _____

3. How do you evaluate the events in which you have participated?
(1 – very bad, 5 – very good)

- Verkhovna Rada work group set up to discuss and improve Government draft law on labour

1 2 3 4 5

- Webinars on How OSH at workplaces mitigates the impact of COVID-19

1 2 3 4 5

- Webinar on COVID-19 and food safety

1 2 3 4 5

- Summer marathon of on-line trainings on international and EU labour standards

1 2 3 4 5

- Work group set up by the Ministry of Economy to improve the draft law on OSH

1 2 3 4 5

- The events of other stakeholders in which the Project took part (evaluation of the Project's contribution only)

1 2 3 4 5

- Best video on Undeclared work and on OSH – competition within the Ukrainian Students Festival of Social Advertising
1 2 3 4 5
 - Other. Please specify the event and add the score: _____
4. How do you rate your level of awareness about the Project activities and results? (1 — not aware at all, 5 — very much aware):
- 1 2 3 4 5
5. What are your main sources of information about the Project activities and achievements? (multiple choice)
- Project FB page: www.facebook.com/shd4Ukraine
 - Project site: www.ilo.org/shd4Ukraine
 - Project newsletters No. 1 and No. 2
 - Other. Please specify: _____
6. How do you evaluate the quality (content and format) of the below Project communication channels? (1 — very bad; 5 — very good)
- Project FB page: www.facebook.com/shd4Ukraine
1 2 3 4 5
 - Project site: www.ilo.org/shd4Ukraine
1 2 3 4 5
 - Project newsletter
1 2 3 4 5
 - Other. Please specify and add the score: _____
7. Would you like to subscribe to the Project newsletters and other announcements?
- Yes

- No
 - In case of “yes”, please provide us with an email to which we can send you the newsletter and other announcements:
-

8. Did you find the Project contributions useful to improve the current situation in Ukraine in the areas it covers? (1 — not useful at all; 5 — very useful)

- OSH

1 2 3 4 5

- Reduction of undeclared work

1 2 3 4 5

- Labour Inspection

1 2 3 4 5

- Labour relations (employment relationship, working time, part-time, telework, etc.)

1 2 3 4 5

9. What should the Project do in the areas it covers to better contribute to the improvement of the current situation in Ukraine?

Thank you so much for your time! Your opinion will be taken into consideration.

Sincerely yours,

EU-ILO Project team

